



## Great Benefits Package – Great Quality of Life

(Last updated February 2009. Data subject to change.)

**Challenging work.** Many technical and administrative positions are available in the fields of research, development, acquisition, test and evaluation. Bachelors, Masters, PhDs needed now in science and engineering. Must be a U.S. citizen and able to maintain a security clearance.

**Competitive salaries.** Developmental (entry level) Programs for Engineers, Scientists, Administrative Professionals: \$41,873 to \$58,551; Journey Level (8+ years) \$42,000 to \$91,801; and Advanced Career \$78,359 to \$133,985. PLUS employees receive an additional geographical cost of living adjustment (local market supplement). China Lake: 13.86%, Point Mugu: 26.51% (2009).



**Job security!** "Involuntary separations" (layoffs) are historically far less than the private sector. Come join us!

### Great Insurance

- **Medical Insurance.** The government pays 72 - 75% of premiums, **No pre-existing condition** limitations even if you change plans, **no physical examination required**, no restrictions on age or physical condition, cannot be arbitrarily cancelled, no waiting periods, numerous plans to choose from, your portion of the premiums come out of your check automatically BEFORE taxes, coverage may continue after retirement, divorce, death, or changes in employment status (see plan details).
- **Life Insurance.** The government pays about 33% of your basic life insurance plan and **premiums do not increase as you get older.** (They only increase proportionally as your salary increases.) You pay for any additional coverage.
- **Dental and vision coverage available**
- **Long-term care insurance available**
- **Flexible Spending Account.** This program lets you set aside pre-tax money to pay for health and dependent care expenses. This can save you 20% to more than 40% on services you routinely pay for out of pocket.

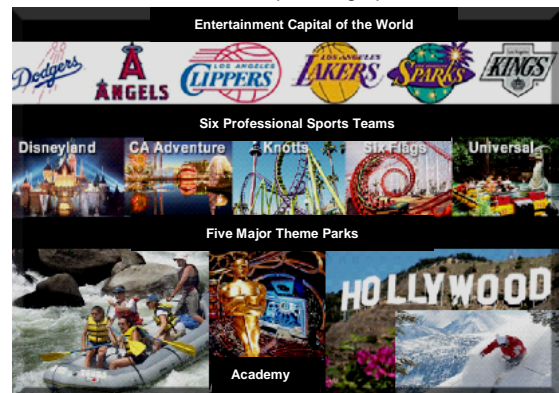
**Great retirement benefits.** Most new hires will enroll in the FERS (Federal Employees Retirement System) plan described below. The government has a three-part system: basic benefits, social security / Medicare, and a Thrift Savings Plan (TSP).

1. **Basic Annuity.** Currently based on the average of your high three years of career service. You pay in only 0.8% of your gross salary, and the government pays the lion's share at about 11.2%. Upon retirement, the annuity range is 20 - 42%.
2. **Social Security.** Based on lifetime career income. You pay 6.75% and the government pays 6.75%.
3. **Thrift Savings Plan (TSP). Double your money – Give 5% and Get 10% back!** The Government matches you dollar for dollar for the first 5% you contribute! After that you can put in as much as \$16,500 (2009 annual limit) TAX DEFERRED until retirement. TSP has five different funds to choose from.

**Job Flexibility / Career Advancement / Mobility.** Your annual leave, sick leave, and retirement benefits all keep adding up no matter where in the world your federal job takes you. Also, it is now much easier for job hunters to apply for work. Easy to use websites like USAjobs.gov post new job vacancy positions 24-hours a day. There are many career advancement opportunities.

### Fantastic Leave (Work Hard / Play Hard)

- 10 paid holidays, and every other Friday off (compressed schedule).
  - Every other week enjoy a 3-day weekend!
- Plus 11 days vacation to start with
  - (17 days after 3 years and 23 days off after 15 years!)
- PLUS two four-day weekends (flex-Friday + weekend + Monday holiday)
- PLUS numerous "3 for 9" day vacation periods available (workload permitting). (Note: 3 - 7 times each year (varies) you only have to take 3 days annual leave and combine them with a flex Friday and normal holidays to enjoy very long **9-day vacations** [workload permitting])
- Employees also earn 11 days of sick leave each year



## Perfect California Weather and 1001 Fun Things To Do



**China Lake Weather.** Open desert and high mountain blue sky country with 288 sunny days per year with practically no rain (only 4" annually). Noted for long springs and autumn and short mild winters. **Things To Do:** Miles of pristine desert, beautiful canyons, surrounded by mountains. A short drive takes you to the incredible Kern River for rafting; to Mt. Whitney, to Mammoth Mt. ski resort, and to Death Valley National Park. Off-road vehicle adventures abound. China Lake is in the middle of a Hub O' Fun – only a three hour drive from Los Angeles, Anaheim, Newport Beach and Palm Springs and just a little over 3 hours to Mammoth. Las Vegas, Santa Barbara, San Diego, and Mexico are only four hours away. See the Gold Rush Fun Guide: 1001 fun things to do within a 1-4 hour drive!



**Point Mugu Weather.** Small Pacific coast community next to Los Angeles and big city entertainment. Mediterranean climate with average temperature of 74 degrees. Summers average 75-85 degrees, and winters 60-70 degrees. Four distinct very mild seasons. **Things To Do:** Miles of beaches, acres of forest, secluded lakes, rolling orchards and friendly towns offering romantic bed-and-breakfast places, gourmet dining, and antique stores. Ocean activities include whale watching, private charters, diving and sport fishing, and shuttles to the Channel Islands. Next door to Hollywood, Broadway shows, NASCAR, horse tracks, professional sports teams, 5 major theme parks including Disneyland, Knotts Berry Farm, and Universal Studios, 30 world class museums, and incredible shopping.

## Additional Workplace Benefits

- **Continuing Education.** For qualified applicants, WD may fund one course per academic term. In addition, WD funds courses through 48 accredited schools via video, Internet and correspondence. A Fellowship program offers two new graduate studies programs for highly qualified applicants.
- **Training**
  - **Engineer and Scientist Development Program (ESDP) Internship.** New S&Es are enrolled in the ESDP program that offers an excellent developmental curriculum combining formal classroom training, rotational assignments, and on-the-job experiences applying technical knowledge to DoD programs. The three to five-year development program prepares employees for full performance level work in numerous disciplines.
  - **Administrative Professionals Development Program (APDP).** Professionals have the opportunity to receive training in a variety of administrative departments. This may include rotational assignments in numerous disciplines that include business and program analysis, human resources, contracts, and financial management.



**Great childcare.** China Lake and Point Mugu offer accredited childcare at **very** reasonable rates. Site programs include before and after school care, vacation and summer programs, part-day preschool and nursery programs. Facilities are top-notch and both sites have several state-of-the-art multi million dollar structures that provide a safe indoor and outdoor environment.

**Model EEO program.** As the nation's largest employer, the federal government serves as a role model for private industry employers concerning equal employment opportunity.

**Recreation. Golf.** Both China Lake and Port Hueneme have a golf course with a driving range, pro shop, chipping and putting greens, pull and electric carts, and club house with restaurants. **Fitness.** Government employees enjoy **FREE** access to the gym, work out rooms, and indoor pools and pay **very** reasonable rates for all other facilities, classes and activities. Both sites have sports and fitness complexes complete with gyms, fitness equipment, indoor and outdoor pools, tennis, racquetball, volleyball, and basketball courts, and annual fitness classes. **Sports.** Soccer and baseball fields, roller hockey arenas, bowling centers, and annual intramural sports programs. **Equipment rental.** Boats, camping trailers, BBQ equipment, kayaks, land sailing, etc. **Special Facilities.** Auto hobby shops, horse stables, parks and athletic fields. **ITT offices.** Offer discount tickets and tours for California and Nevada attractions.



## Additional Community Benefits

### Affordable Housing

- **Ridgecrest / China Lake.** 46% less than the median price in California. Apartments average \$400 to \$900 per month. Homes for rent average \$700 to \$2,000 per month. The median purchase price is \$189,000 for a 1,400 -1,600 square foot home with three bedrooms, two baths, landscaped yard, covered patio, and family room.
- **Ventura County (Point Mugu.)** Next to Los Angeles prices are naturally higher; however, Point Mugu has a higher adjusted local market supplement of 26.51% versus 13.86% for China Lake. Apartments average \$1,040 to \$1,736 per month. Median house prices in the three communities closest to Point Mugu are Port Hueneme (\$276,250), Oxnard (\$352,000), and Camarillo (\$467,250).



### Great schools for your children.

- **Ridgecrest / China Lake. Public Schools.** Nine are California designated "Distinguished Schools" and two have received honorable mention. Students consistently rank in the top 20% on Advanced Placement Exams. **Private Schools.** Six private schools and five preschools. **Cerro Coso Community College (CCCC).** Serves the desert, mountain, and valley communities within an 18,000 mile, four-county region of about 85,000 people. A leader in online education, CCCC offers 8 associate degrees entirely online. **Four-year colleges nearby.** Eight, four-year state colleges and five four-year universities are within an easy three-hour drive.
- **Point Mugu. Public Schools.** Ventura County has 210 schools, operated by 21 school districts, serving about 141,300 students in kindergarten through 12<sup>th</sup> grade. Test scores rank above state average. **Private Schools.** 70+ in Ventura County. **Community Colleges.** 3. **Private four-year institutions.** 6 in the immediate area. **Public four-year institutions (California State University).** 7 colleges within an easy 2 hour drive and 6 within and easy 2-4 hour drive. There are five universities within a three hour drive, and two of these are only an hour away.

### Medical facilities

- **Ridgecrest / China Lake.** The Ridgecrest hospital is fully staffed and licensed for 80 beds. With more than 65 physicians, and 400 staff members, the hospital provides the highest level of care. **Specialized needs.** Five additional hospitals are located within a 1-2 hour drive and some of the finest medical facilities in the country are within an easy 3-hour drive.
- **Point Mugu.** Nine hospitals in Ventura County offer outstanding medical care. In addition, some of the finest medical facilities in the country are right next door including Cedars-Sinai, UCLA Children's Hospital, Sansum, USC Hospital, Kerlan-Jobe, and the UCLA Medical Center to name a few.

